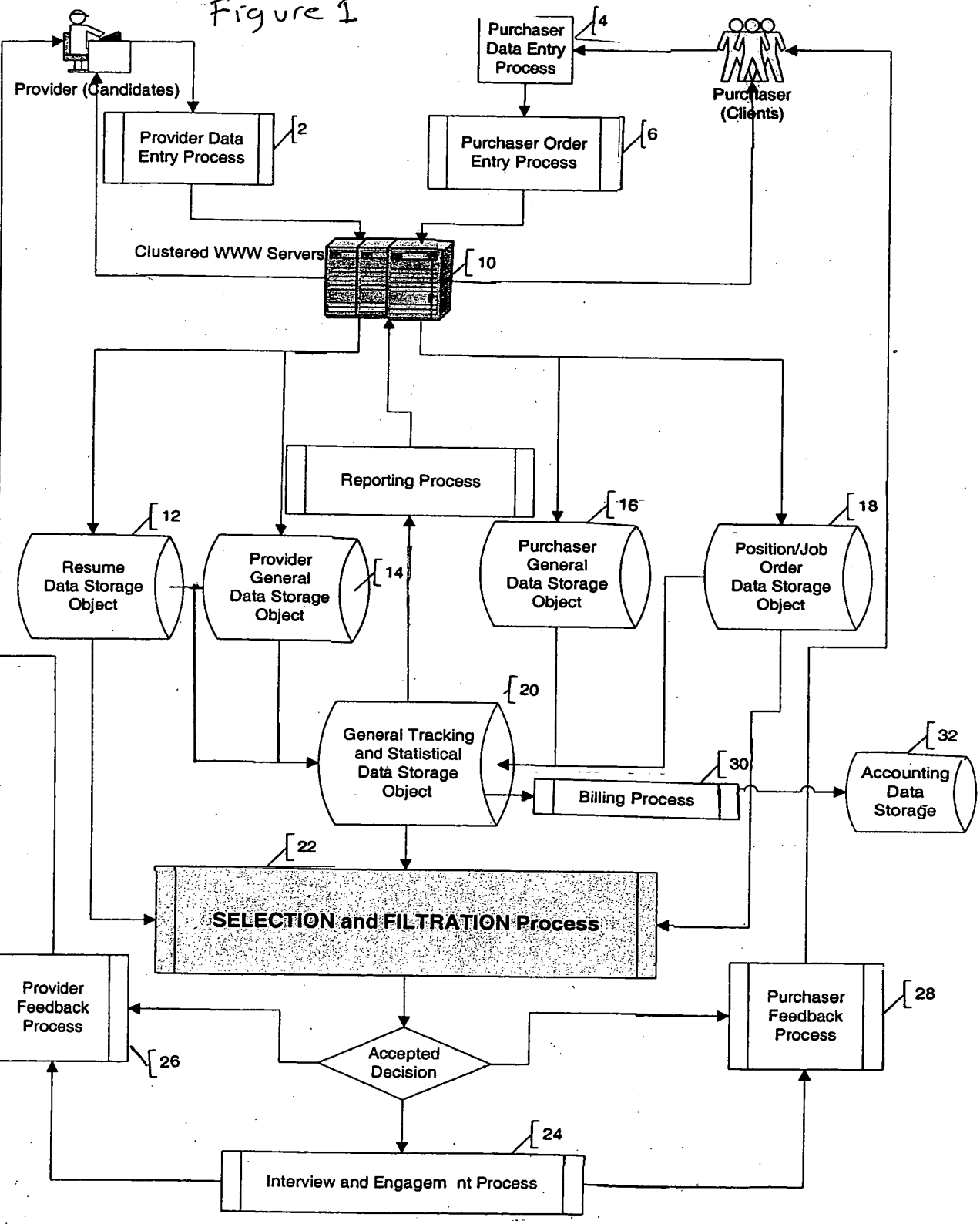
OVERALL PROCESS

Figure 1



Provider Data Entry Process

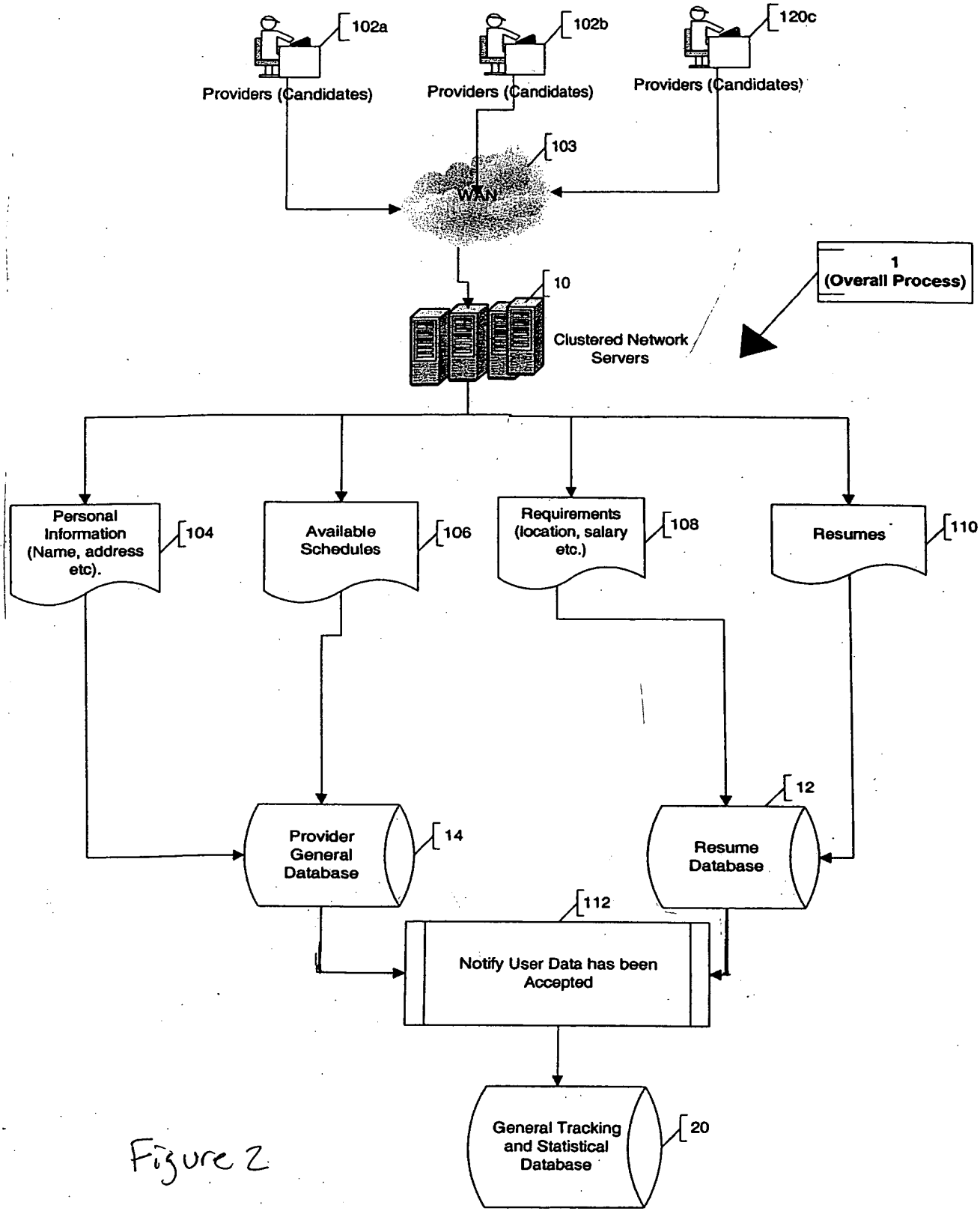


Figure 2

Purchaser and Order Data Entry Proc ss

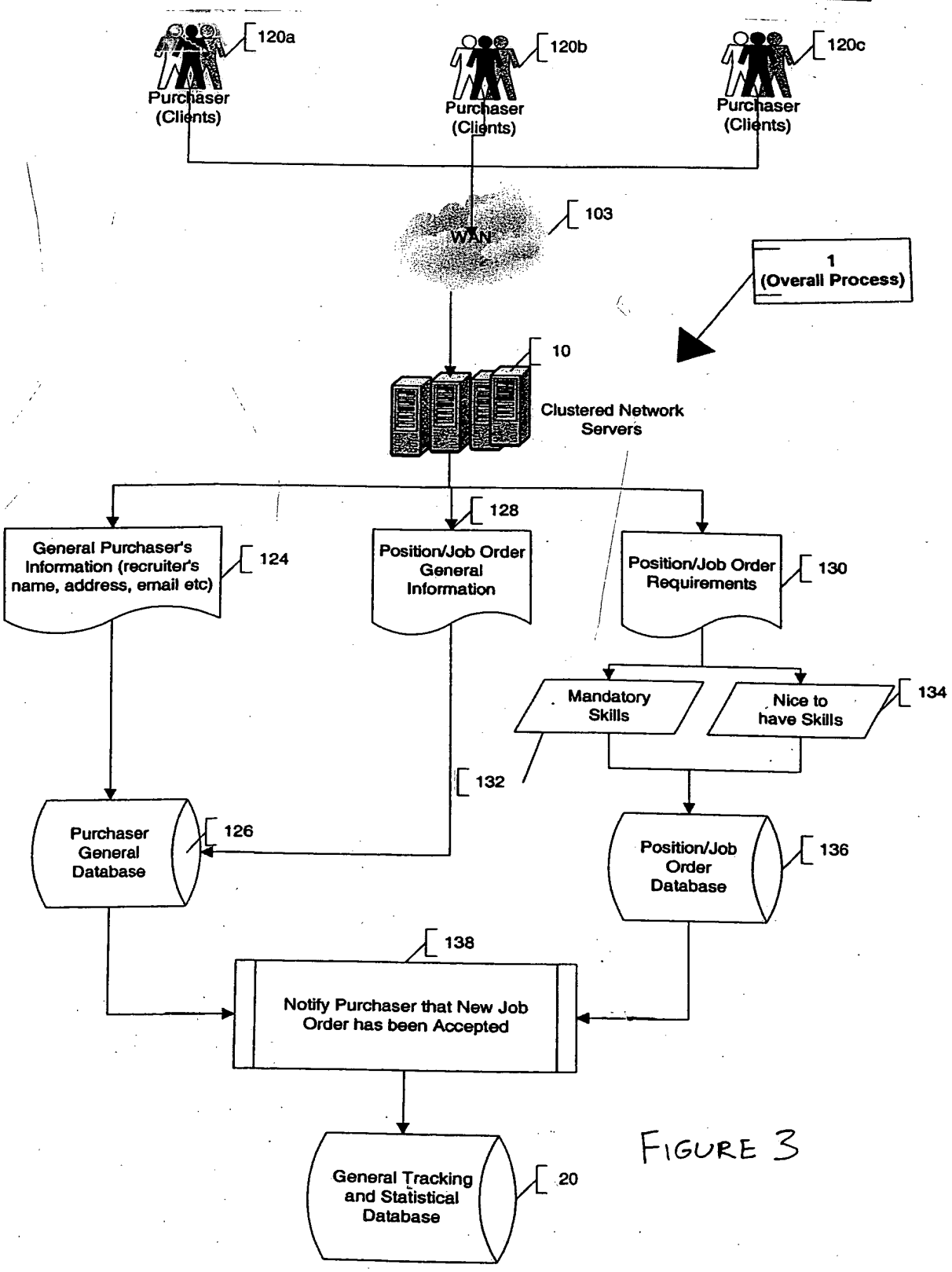


FIGURE 3

Figure 4

Figure 4.1 System staff

Staff ID
Password
Level of Access
User First Name
User Last Name
Title
Department
Street Address 1
Street Address 2
City
State
Postal Code
Country
Phone
Email
Roll #1
Roll #2

Figure 4.2 System default steps

System Default Step ID
Step name
Assigned Staff Type
Assigned Staff ID
Notice to Provider
Notice to Staff
Provider Data Entry Process
Staff Data Entry Process
Max Time to Start Provider Data Entry
Max Time to Start Staff Data Entry
Max Time to Finish Provider Data Entry
Max Time to Finish Staff Data Entry
Threshold Score(s) for this Step
Action if Below Threshold Score(s)
# of Days to Accumulate Providers
Min # of Providers at Threshold Score(s)
Max # of Providers at Threshold Score(s)
Measurement Period (# of Days to Measure Rate)
Min # of Providers above Threshold per Measurement Period
Max # of Providers above Threshold per Measurement Period
Action After Data Received

Figure 5. Purchaser Database

Figure 5.1. Purchasers

Purchaser ID
Purchaser Category
Administrator First Name
Administrator Last Name
Title
Department
Company
Street Address 1
Street Address 2
City
State
Postal Code
Country
Phone
Email
Billing Method
Billing Frequency
Billing Amount
Other billing fields...
Account Balance
Account Current?
Staff in Charge (Related Staff ID)
Date created
Date suspended

Figure 5.2 Purchaser Staff

Staff ID
Related Purchaser ID
Password
Level of Access
User First Name
User Last Name
Title
Department
Street Address 1
Street Address 2
City
State
Postal Code
Country
Phone
Email
Roll #1
Roll #2

Figure 5.3. Purchaser Default Steps

Purchaser Default Step ID
Related Purchaser ID
Assigned Staff Type
Assigned Staff ID
Step Name
Notice to Provider
Notice to Staff
Provider Data Entry Process
Staff Data Entry Process
Max Time to Start Provider Data Entry
Max Time to Start Staff Data Entry
Max Time to Finish Provider Data Entry
Max Time to Finish Staff Data Entry
Threshold Score(s) for this Step
Action if Below Threshold Score(s)
# of Days to Accumulate Providers
Min # of Providers at Threshold Score(s)
Max # of Candidates at Threshold Score(s)
Measurement Period (# of Days to Measure Rate)
Min # of Providers above Threshold per Measurement Period
Max # of Providers above Threshold per Measurement Period
Action After Data Received

Figure 6. Order Database

Figure 6.1 Orders

Order ID
Related Purchaser ID
Priority Level
# of Positions to Fill
# of Positions Filled
Interviewer #1 (Related Purchaser Staff ID)
Interviewer #2 (Related Purchaser Staff ID)
Interviewer #3 (Related Purchaser Staff ID)
Decision Maker #1 (Related Purchaser Staff ID)
Decision Maker #2 (Related Purchaser Staff ID)
Decision Maker #3 (Related Purchaser Staff ID)
Warning Purchaser Staff #1 (Related Purchaser Staff ID)
Warning Purchaser Staff #2 (Related Purchaser Staff ID)
Urgent Purchaser Staff ID #1 (Related Purchaser Staff ID
Urgent Purchaser Staff ID #2 (Related Purchaser Staff ID
Warning System Purchaser Staff #1 (Related System Staff ID)
Warning System Purchaser Staff #2 (Related System Staff ID)
Urgent System Staff #1 (Related System Staff ID)
Urgent System Staff #2 (Related System Staff ID)
Desired Resume Keywords
Required Candidate Attributes
Knock-out Candidate Attributes
Date created
Date suspended
Date completed
Order Type
Starting Date
Order Length
Order Location City
Order Location State
Order Location Country
Order Mode
Pay Range - from
Pay Range – to
Years Experience Required
Immigration Status Requirement
Education Level Requirement
Certification Requirement

Figure 6.2 Order Default Steps

Order Default Step ID
Related Order ID
Step Name
Assigned Staff Type
Assigned Staff ID
Notice to Provider
Notice to Staff
Provider Data Entry Process
Staff Data Entry Process
Max Time to Start Provider Data Entry
Max Time to Start Staff Data Entry
Max Time to Finish Provider Data Entry
Max Time to Finish Staff Data Entry
Threshold Score(s) for this Step
Action if Below Threshold Score(s)
# of Days to Accumulate Providers
Min # of Providers at Threshold Score(s)
Max # of Providers at Threshold Score(s)
Measurement Period (# of Days to Measure Rate)
Min # of Providers above Threshold per Measurement Period
Max # of Providers above Threshold per Measurement Period
Action After Data Received

(Note: Figure 6.3 does not exist.)

Figure 6.4 Order Categories

Order Category record ID
Related Order ID
Related Order Category ID
Level of Order Category

Figure 6.5 Technologies

Technology record ID
Related Order ID
Related Technology ID
Required?

Figure 6.6 Products

Product Record ID
Related Order ID
Related Product ID
Required?

Figure 7. Providers Database

Figure 7.1 Provider

Provider ID
Date Provider Created
Title
Department
Company
Street Address 1
Street Address 2
City
State
Postal Code
Country
Phone
Email

Figure 7.3 Virtual Provider

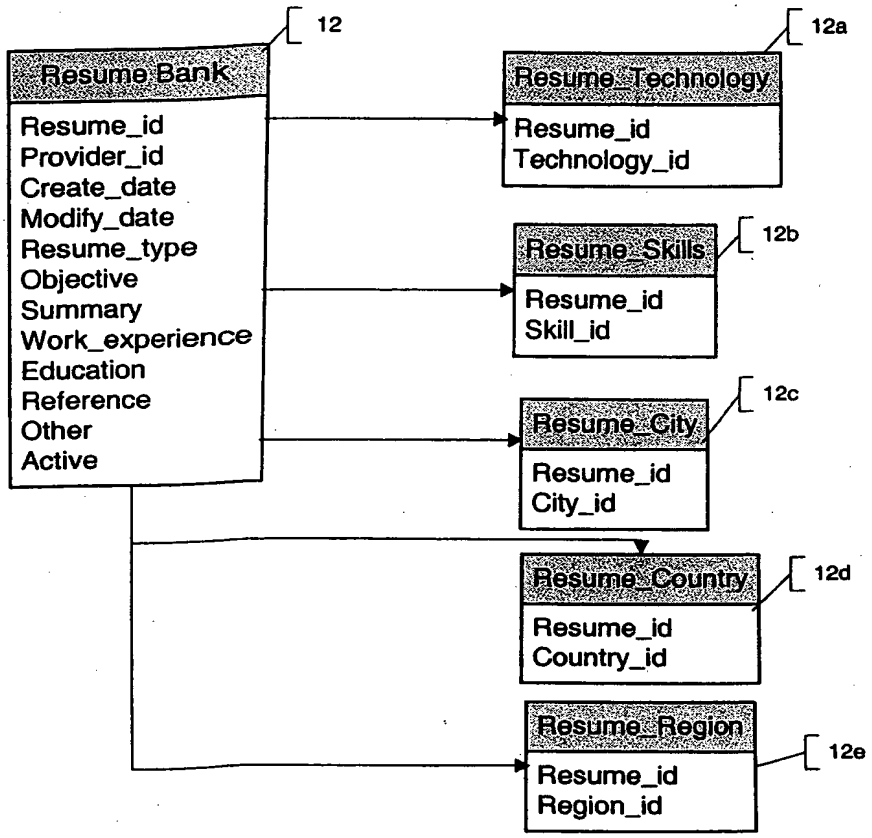
Virtual Provider ID
Related Provider ID
Related Order ID
Current Step #
Current Score(s)...
Current Provider Status Code
Date Virtual Provider Created
Date Virtual Provider Eliminated
Elimination Reason Code
Date Successful
Date Offer Issued
Date Accepting Offer
Date Formalized
Formalized Status Code

Figure 7.2 Virtual Provider Steps

Virtual Provider Step ID
Related Virtual Provider ID
Step Name
Assigned Staff Type
Assigned ID
Notice to Provider
Notice to Staff
Provider Data Entry Process
Staff Data Entry Process
Max Time to Start Provider Data Entry
Max Time to Start Staff Data Entry
Max Time to Finish Provider Data Entry
Max Time to Finish Staff Data Entry
Threshold Score(s) for this Step
Action if Below Threshold Score(s)
Action After Data Received
Current Step Status Code
Date Step Reached
Date Step Started
Date First Notices Sent
Date Second Notices Sent
Date All Responses Received
Date Timed-Out
Date Human Intervention Called For
Date Step Completed

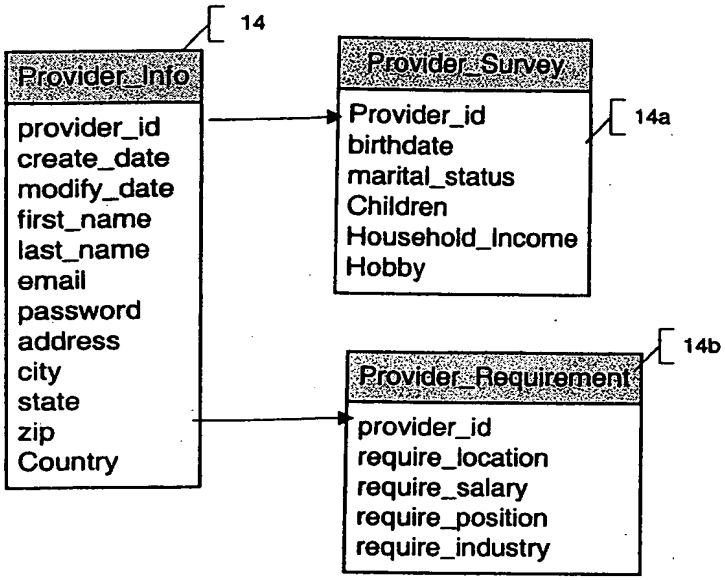
Database Schema - Resume Data Objects

Figure 8



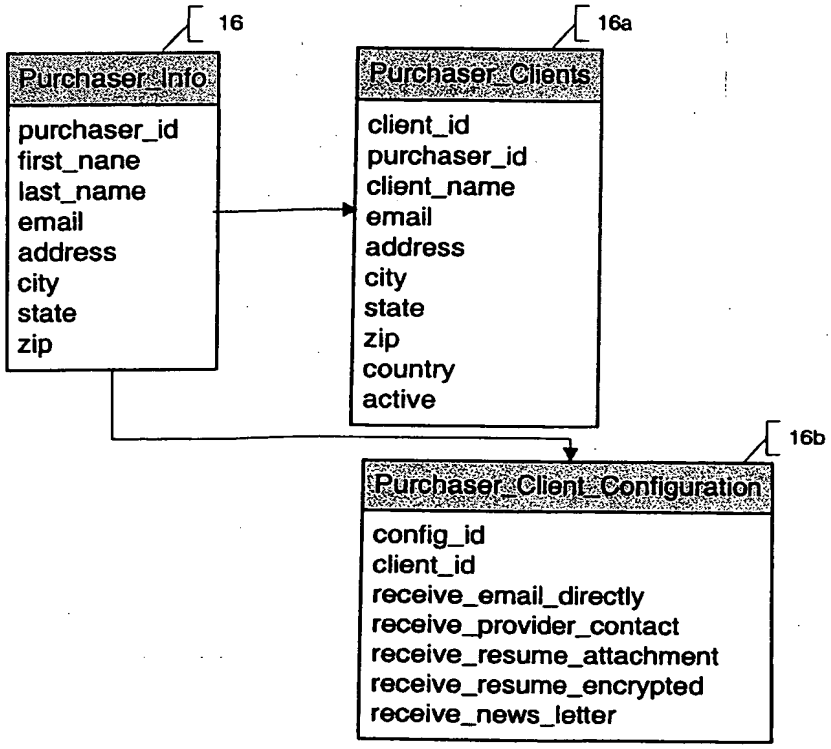
Database Schema - Provider General Data Objects

Figure 9



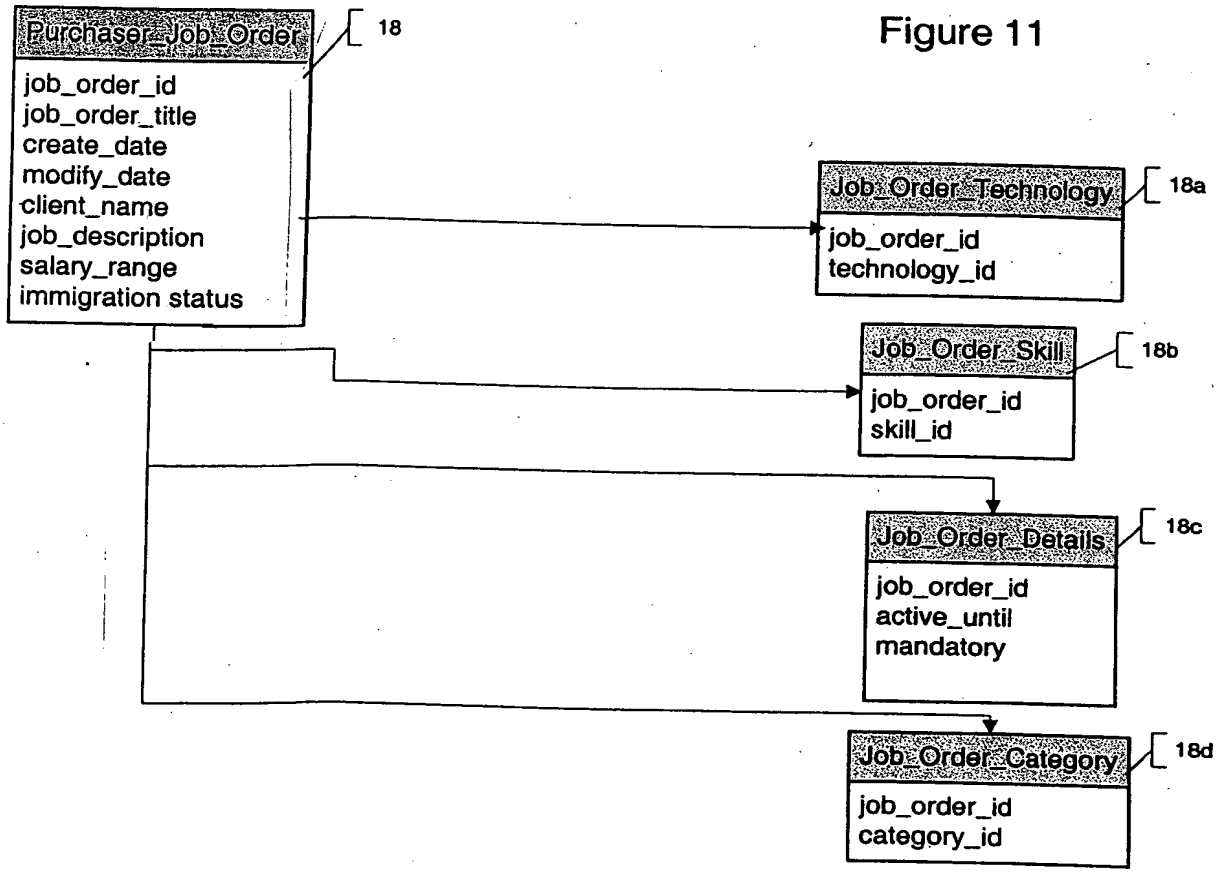
Database Schema - Purchaser General Data Objects

Figure 10



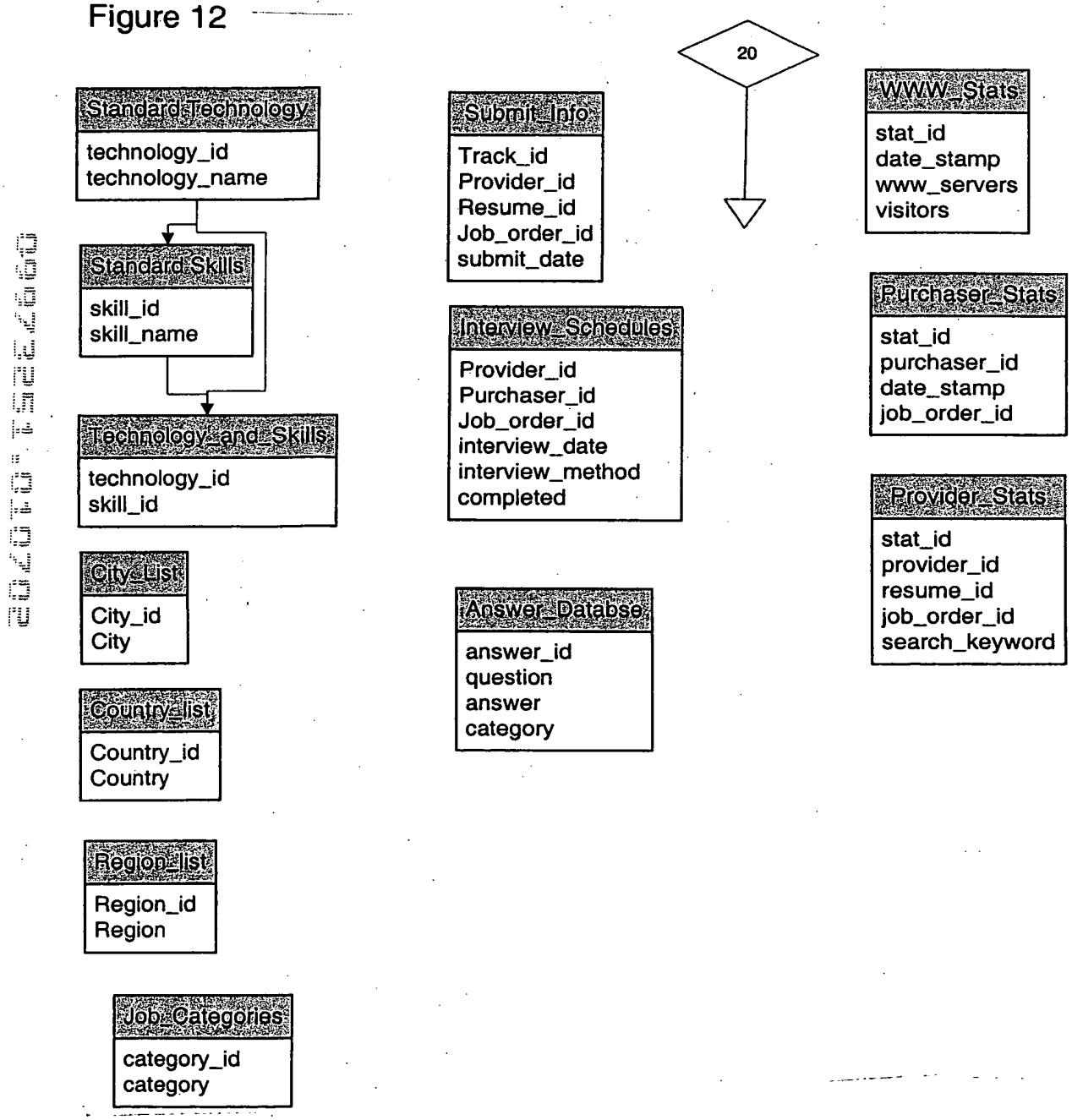
Database Schema - Purchaser Order Related Objects

Figure 11



Database Schema - General Data and Tracking Objects

Figure 12



Database - Accounting Schemas

Figure 13

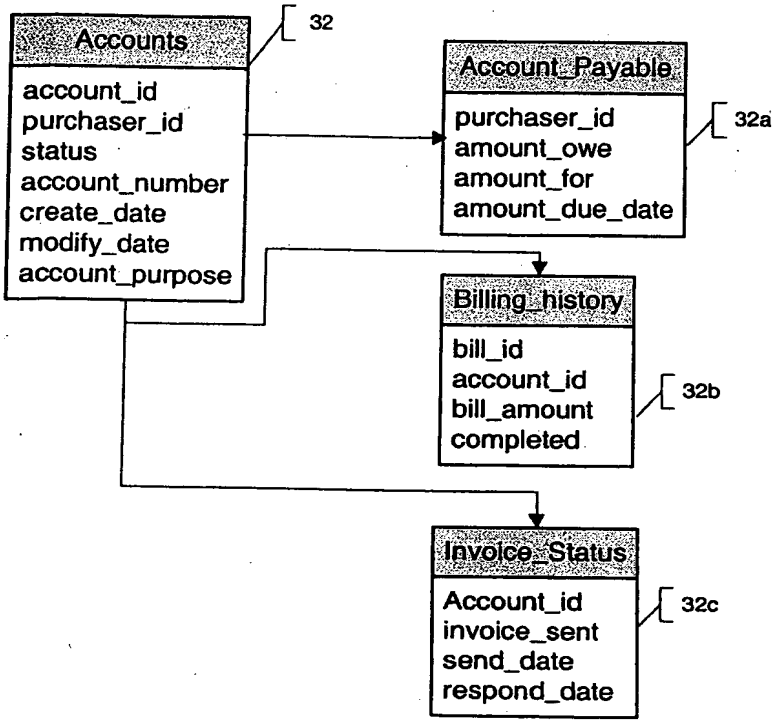


Figure 14

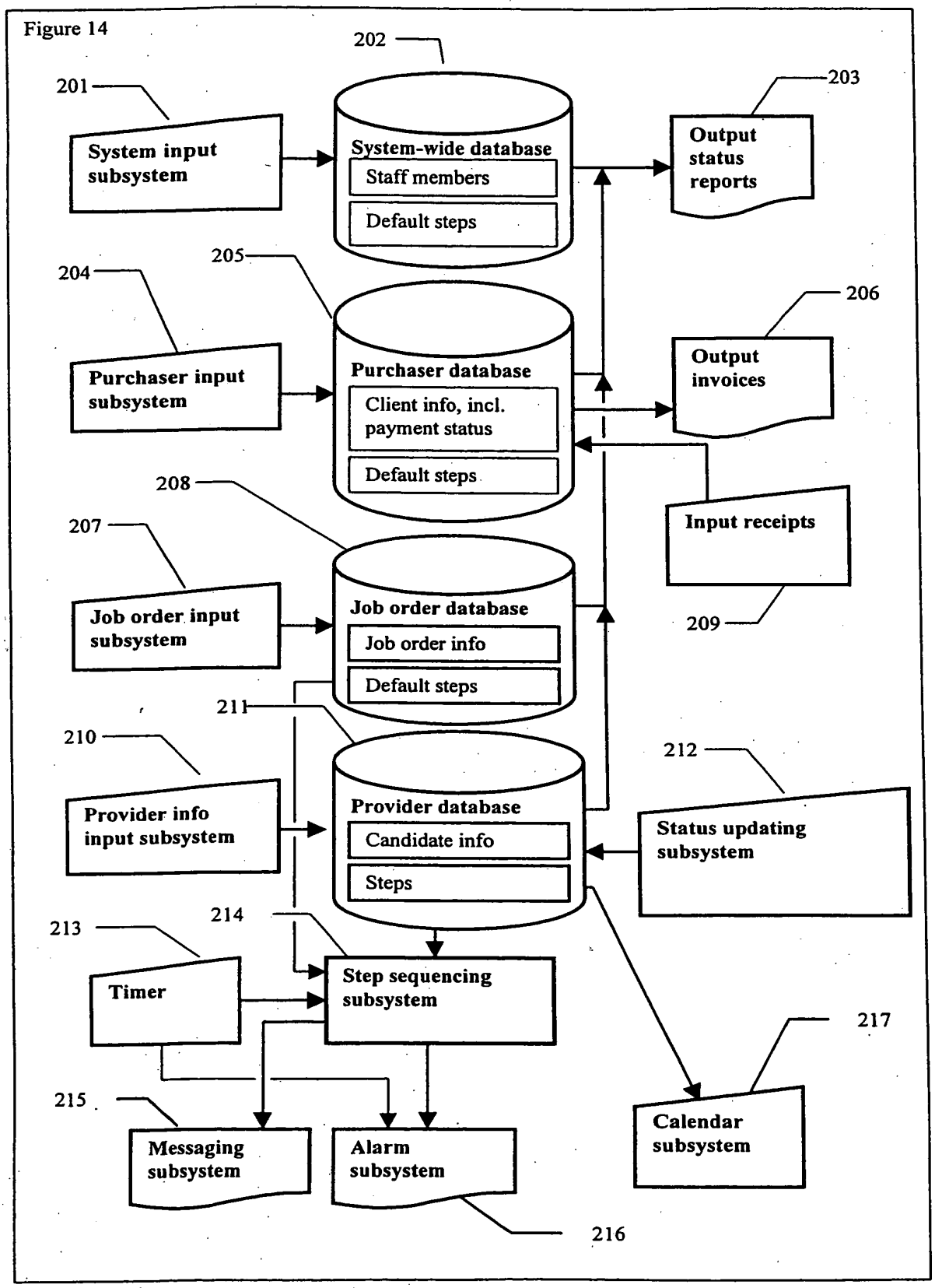

202
201
203
System input subsystem
System-wide database
Staff members
Default steps
Output status reports
205
204
206
Purchaser input subsystem
Purchaser database
Client info, incl. payment status
Default steps
Output invoices
208
Input receipts
207
Job order input subsystem
Job order database
Job order info
Default steps
209
211
210
212
Provider info input subsystem
Provider database
Candidate info
Steps
Status updating subsystem
214
213
Timer
Step sequencing subsystem
217
215
Messaging subsystem
Alarm subsystem
Calendar subsystem
216

Figure 15

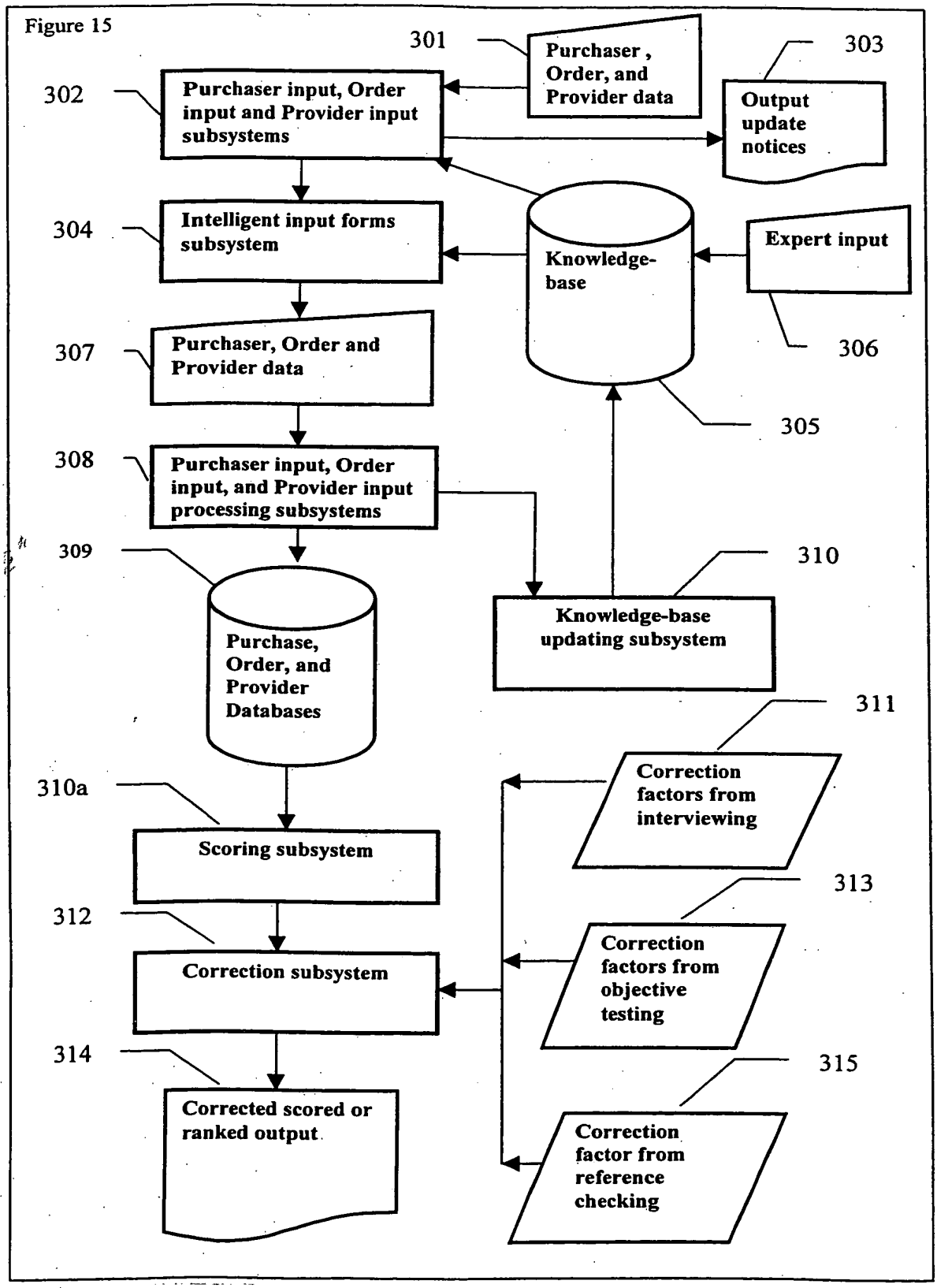

301
Purchaser , Order, and Provider data
303
Output update notices
302
Purchaser input, Order input and Provider input subsystems
304
Intelligent input forms subsystem
Knowledge-base
Expert input
306
307
Purchaser, Order and Provider data
305
308
Purchaser input, Order input, and Provider input processing subsystems
309
310
Purchase, Order, and Provider Databases
Knowledge-base updating subsystem
311
310a
Correction factors from interviewing
Scoring subsystem
313
312
Correction factors from objective testing
Correction subsystem
314
315
Corrected scored or ranked output
Correction factor from reference checking

Figure 16

Figure 16.1 Order categories

Order Category ID
Related Purchaser Category ID
Order Category Description
Active?
Date Created
Date De-activated
Tentative?

Figure 16.4 Text questions

Text Question ID
Description of Question
Text of Question
Related Order Category ID
Active?
Date Created
Date De-activated

Figure 16.2 Technologies

Technology ID
Technology Description
Related Order Category ID
Active?
Date Created
Date De-activated
Tentative?

Figure 16.5 Purchaser Categories

Purchaser Category ID
Purchaser Category Description

Figure 16.3 Products

Product ID
Product Description
Related Technology ID
Active?
Date Created
Date De-activated
Tentative?

Figure 16.6 Tentative Options

Order Category ID
Technology ID
Product ID
Related Order ID
Date Suggested
Reviewed By
Accepted?
Date accepted

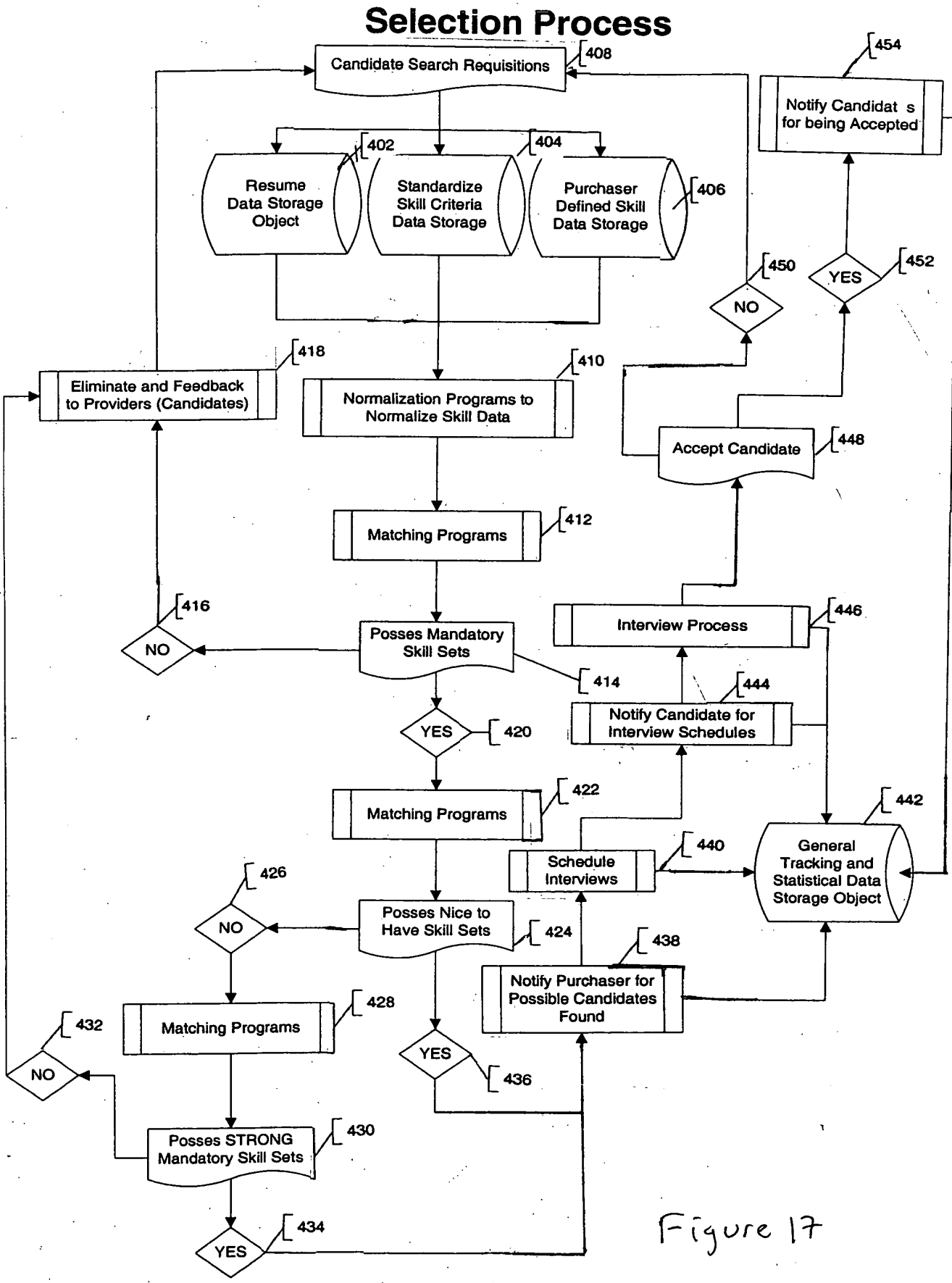

Selection Process
Candidate Search Requisitions
408
454
Notify Candidat s for being Accepted
402
404
406
Resume Data Storage Object
Standardize Skill Criteria Data Storage
Purchaser Defined Skill Data Storage
450
NO
YES
452
418
Eliminate and Feedback to Providers (Candidates)
410
Normalization Programs to Normalize Skill Data
Accept Candidate
448
412
Matching Programs
416
NO
Posses Mandatory Skill Sets
414
Interview Process
446
444
Notify Candidate for Interview Schedules
YES
420
422
Matching Programs
442
440
Schedule Interviews
General Tracking and Statistical Data Storage Object
426
NO
Posses Nice to Have Skill Sets
424
438
Notify Purchaser for Possible Candidates Found
428
Matching Programs
432
NO
YES
436
430
Posses STRONG Mandatory Skill Sets
434
YES

Figure 17

Figure 18

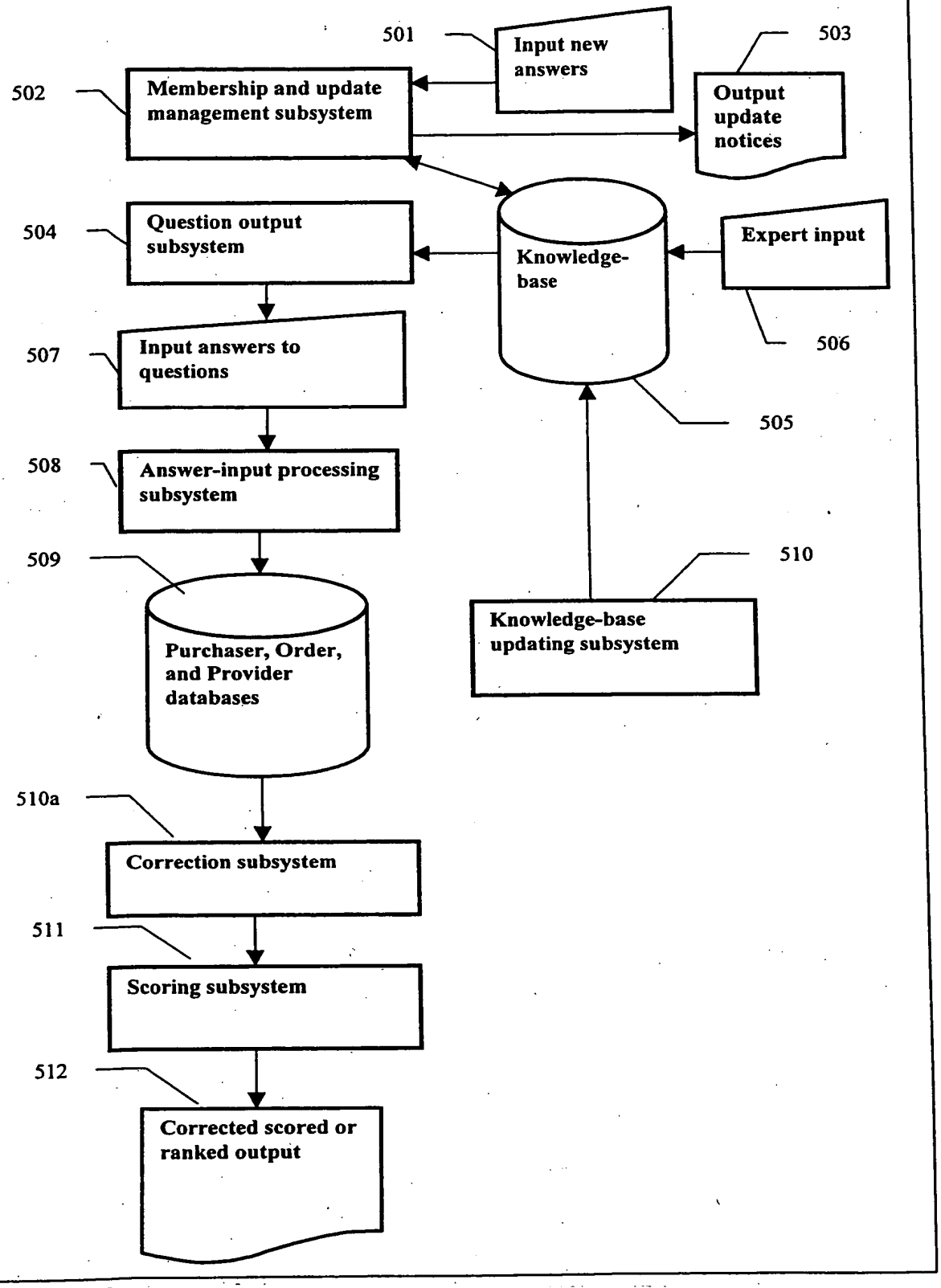

501
Input new answers
503
Output update notices
502
Membership and update management subsystem
504
Question output subsystem
Knowledge-base
Expert input
506
507
Input answers to questions
505
508
Answer-input processing subsystem
509
510
Purchaser, Order, and Provider databases
Knowledge-base updating subsystem
510a
Correction subsystem
511
Scoring subsystem
512
Corrected scored or ranked output

Figure 19

Figure 19.1 Interviews

Interview ID
Related Virtual Provider ID
Date of Interview
Place of Interview
Interviewer ID

Figure 19.2 Tests

Test ID
Related Virtual Provider ID
Date of Test
Place of Test
Tester ID

Figure 19.3 Order category corrections

Order Category Correction ID
Related Virtual Provider ID
Related Order Category ID
Testing Correction Factor
Interview Correction Factor

Figure 19.4 Technology corrections

Technology Correction ID
Related Virtual Provider ID
Related Technology ID
Testing Correction Factor
Interview Correction Factor

Figure 19.5 Product corrections

Product Correction ID
Related Matched Pair ID
Related Product ID
Testing Correction Factor
Interview Correction Factor

Figure 20

Figure 20.1 Order category questions

Order Category Question ID
Related Order Category ID
Question
Answer 1
Answer 1 Correction Factor
Answer 2
Answer 2 Correction Factor
Active?
Date Created
Date De-activated
Tentative?
Date Modified
Related Expert ID

Figure 20.2 Technology Questions

Technology Question ID
Related Technology ID
Question
Answer 1
Answer 1 Correction Factor
Answer 2
Answer 2 Correction Factor
Active?
Date Created
Date De-activated
Tentative?
Date Modified
Related Expert ID

Figure 20.3 Product Questions

Product Question ID
Related Product ID
Question
Answer 1
Answer 1 Correction Factor
Answer 2
Answer 2 Correction Factor
Active?
Date Created
Date De-activated
Tentative?
Date Modified
Related Expert ID

Figure 20.4 Experts

Expert ID
Password
Level of Access
First Name
Last Name
Title
Department
Street Address 1
Street Address 2
City
State
Postal Code
Country
Phone
Email
Active?
Date de-activated
Reason for de-activation

Figure 20.5 Number of Questions

Number of Questions ID
Related Order Category ID
Number of Questions in Interview
Number of Questions in Test

Figure 21

Figure 21.1 Interviewers

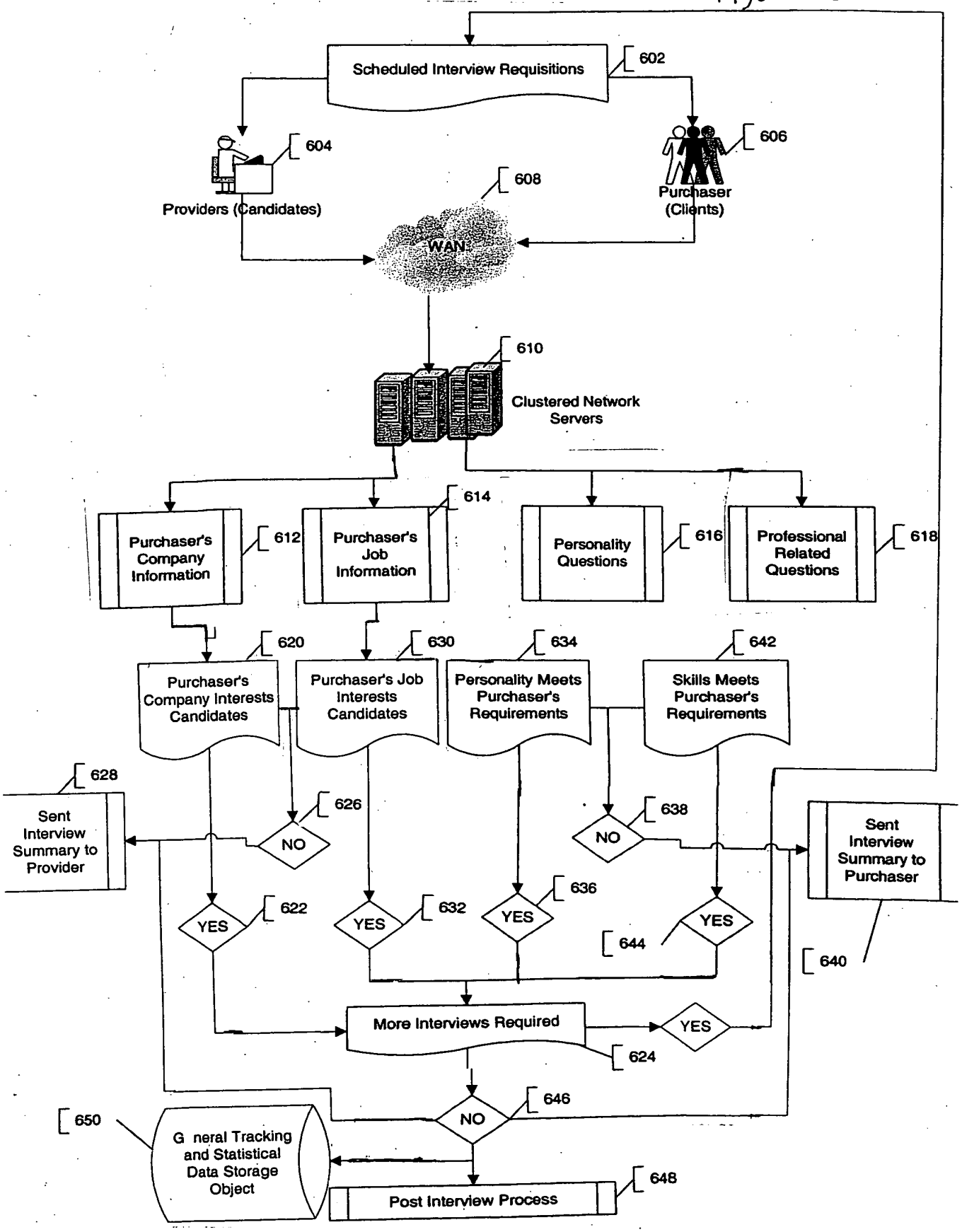
Interviewer ID
Password
Level of Access
First Name
Last Name
Title
Department
Street Address 1
Street Address 2
City
State
Postal Code
Country
Phone
Email
Active?
Date de-activated
Reason for de-activation

Figure 21.2 Testers

Tester ID
Password
Level of Access
First Name
Last Name
Title
Department
Street Address 1
Street Address 2
City
State
Postal Code
Country
Phone
Email
Active?
Date de-activated
Reason for de-activation

Interview Process

Figure 22



Reporting and Tracking Process

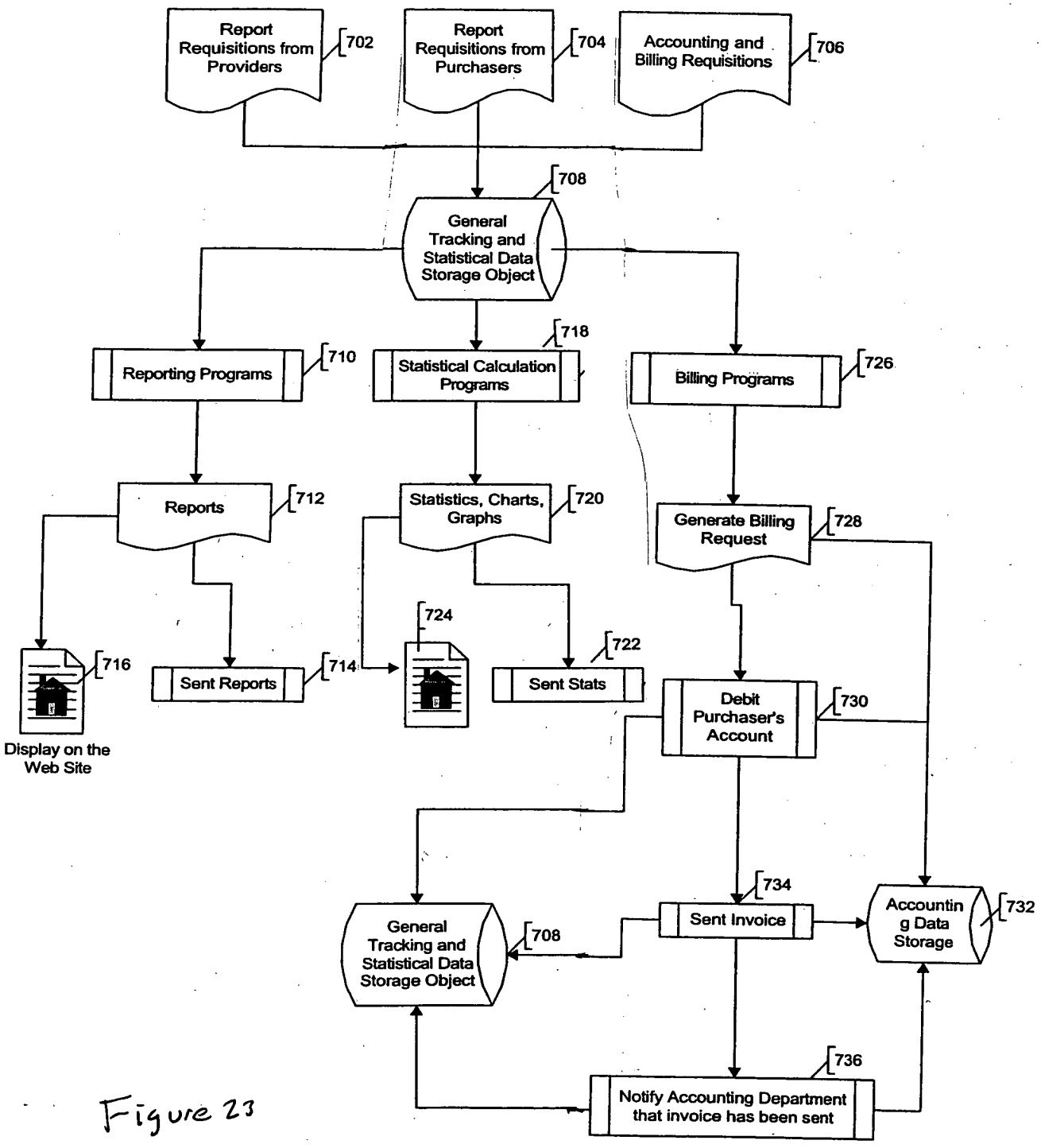


Figure 23

Internal Data Management and Security

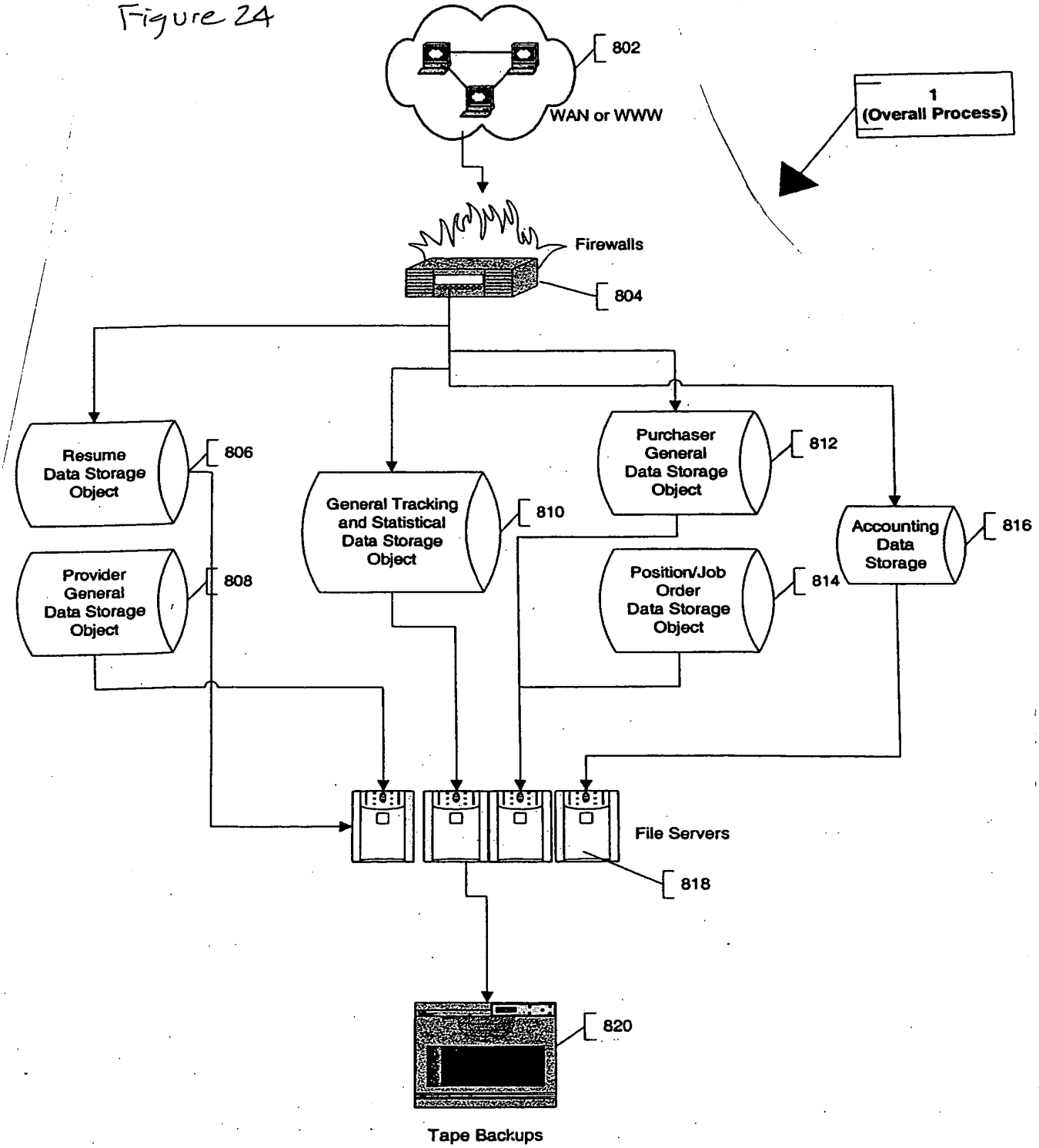



Figure 24